

In February, we talked about Gallup Sharecare's wellbeing results for 2017. Minnesota came in at number 4. Gallup Sharecare identifies some best practices for employers as they implement wellbeing programs that includes:

- Interventions
- Infrastructure investments that encourage healthier choices
- Cultural change that promotes and celebrates wellbeing
- Measurement

These best practices are aligned with the objectives of our Live Well program, which are:

- Promote wellbeing activities
- Raise awareness with onsite biometric screenings
- Recognize and reward individual wellbeing participation
- Support organizational built environment sustainability
- Create a culture of health in the workplace

Strategies to improve wellbeing start with the individual. By incorporating the five essential elements (career/purpose, social, financial, physical, community) in to our Live Well initiatives, we hope to identify and mitigate the underlying root causes of poor health.



We know that a majority of our time each day is spent at work. When we look at creating a culture of health in the workplace, our efforts need to begin with leadership engagement. Gallup research shows that leaders influence 70% of their team's engagement, and that engaged employees are 28% more likely to participate in wellness programs. It is important to look at the work experience from an employee point of view and consider how policies, structures, and workplace culture affect employee wellbeing.

Something that I like to challenge our employer groups with is "making the healthy choice the easy choice." If your breakroom is a "dumping grounds" for any leftovers, or homemade treats, it creates a challenging environment for an employee that is actively trying to be healthy. By installing a healthy snack station in the breakroom and discouraging the "dumping grounds" approach, we make the healthy choice the easy choice. When we install water bottle fill stations in our school buildings, we make it easy for employees to increase their water consumption. I challenge you to take a look around. Perhaps there is something that you can change to make the healthy choice the easy choice.

If you would like more information about our Live Well program, I'd love to visit with you. You can reach me at kari.bailey@swsc.org or 507-537-2292.

[Read the full Gallup report](#) to learn more!